Personality Assessment Report

for

Joe Sample

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Teen Section:

Joe's Personality Assessment Report

Dear Joe,

Here it is! Your Personality Assessment Report! You are going to enjoy reading about yourself! This report will help you to discover some things about yourself.

This report is not meant to label you or tell you what you can or can't do. It is intended to help you understand yourself better. You will also learn more about how others tend to act and what motivates them.

As you read through this, be open-minded to explore what makes you tick. You may not agree with everything you read in the report. If you don't, that's ok. Just think about it.

Remember: This is just a way to help things make more sense in your life!

So, read on with a good attitude and have fun with this, because this report can really help you!

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What you will learn ...

When you are able to ...

1) Understand yourself
2) Understand others
3) Adapt your style to theirs

then you can experience:

Better RESULTS and more success in what you do
More FUN in life and better friendships with people
More PEACE and harmony with those you care about
Better UNDERSTANDING and less frustration when working with people

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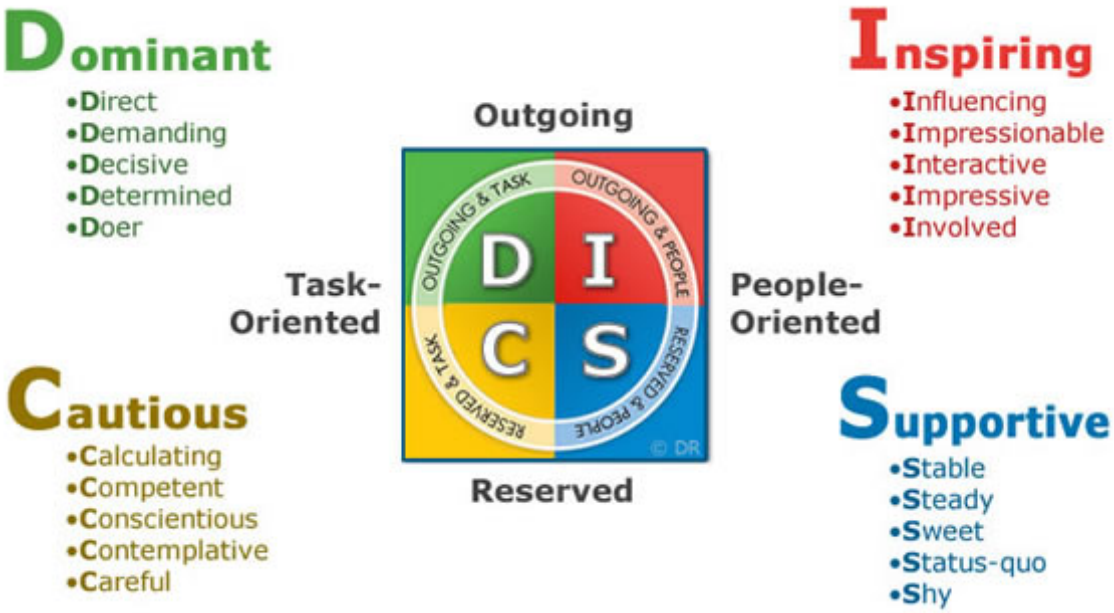
Introduction to the "DISC" Traits

Joe, we will be using what we call "DISC" in this report to help you understand your personality style. We use the four letters, "D," "I," "S" and "C" to talk about 4 main types of personality styles. The results of your assessment show that your personality can be described by these letters: "**D/I**," which is what we call your personality blend. You will learn more about your "**D/I**" blend and what that means in this Personality Assessment Report. To help you understand what we mean when we use the letters D, I, S and C in this report, we will quickly go over how our personality model works. Most people have predictable patterns of behavior which go along with their specific personalities. There are four basic personality types. We refer to these personality types by the letters, "D," "I," "S" and "C." All 4 of these personality types blend together in you to determine your unique personality. In other words, everyone is a mixture of all 4 types of behaviors. Take a look at the picture of the DISC human behavior model below.



You will notice that there are words in bold letters around the circle which represent behavior patterns: **OUTGOING, RESERVED, TASK-ORIENTED and PEOPLE-ORIENTED**. Sometimes people are **OUTGOING**, and sometimes they are **RESERVED** in their behavior. Sometimes people are **TASK-ORIENTED**, and sometimes they are **PEOPLE-ORIENTED**. The four personality types are like four parts of a pie, and you can see the letters "D", "I", "S" and "C" in each of the 4 sections of the pie. We can describe the basic behavior of the four personality types using words that begin with "D", "I", "S" and "C." Some of the words are listed in the diagram above.

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Congratulations, Joe

Your personality style blend is D/I

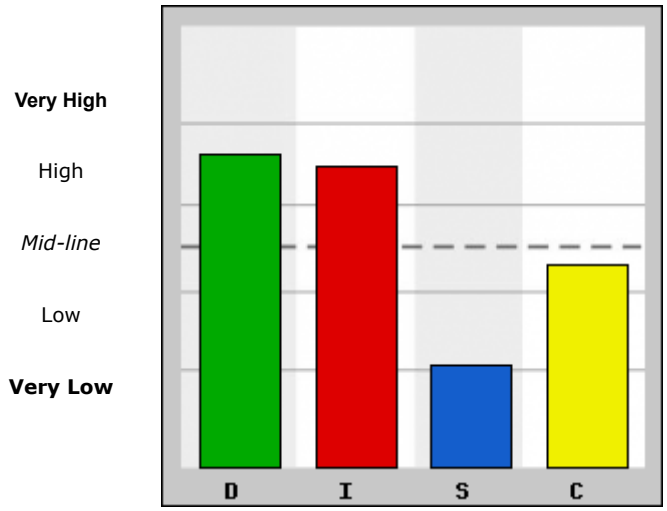
By having a DOMINANT / INSPIRING personality style, you're a person who seeks to lead - who likes to be in charge and get results quickly! You like producing tangible results. Your strengths are in generating high energy and action to get results.

Here is your personality style blend chart on the right. At the bottom of the page, you'll notice that there are highlighted symbols which go along with your blend.

"D" is the highest on the chart. You are task-oriented and outgoing. The Exclamation Mark is your symbol. You are extremely gifted at getting tasks done quickly. By being a visionary, you achieve your goals through people.

Next, notice that in your graph, the I area is above the midline. That means your I traits will support your primary type which is D. I traits are usually where you go under stress. Consider that some short-term solutions create long-term problems.

Personality Chart for Joe



Note: This graph represents your **D/I** Style Blend. Please look in the Appendix section of this report to see your detailed graphs along with an explanation on how to understand your graphs.

The S and C areas in your graph are below the midline. These are blind spots in your life. Acting on these traits will accelerate your success and help you gain respect with others.

Note: This graph represents your D/I Style Blend. Please look in the Appendix section of this report to see your detailed graphs along with an explanation on how to understand your graphs.

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How Others See Joe

- **Domineering**
- **Verbal**
- **Enthusiastic**
- **Involved**
- **Competitive**
- **Exaggerated**
- **Ambitious**
- **Polished**
- **Driving**
- **Persuasive**
- **Emotional**
- **Demanding**
- **Direct**
- **Decisive**
- **Deliberate**
- **Determined**
- **Bold**
- **Imaginative**
- **Impulsive**
- **Spontaneous**
- **Independent**

Please keep in mind that these words may describe you more or less depending on the situation you are in. If you feel that some of the words above describe you very well, then circle them. If you feel like some of the words do not describe you well, then just cross them out. This information is usually 95% accurate, but you are welcome to mark it up to match your unique personality style.

This report is NOT meant to label you! It is designed to HELP you UNDERSTAND and DISCover yourself.

You can enjoy your unique personality and your strengths!

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Joe's Strengths

The following section describes Joe's strengths based on the **D/I** personality blend. These strengths represent qualities resulting from blending the D, I, S and C personality traits. Remember, everyone is a unique blend of all four styles. In other words, everyone has some of each of the four major personality styles.

You are great at working on projects that require a leader who will take charge, have intense drive and create enthusiastic energy.

Determined, Energetic and Outgoing

Joe prefers to be on the go and prefers doing multiple tasks with people. Joe looks for opportunities and is eager to get started on the next project. Joe enjoys getting results by working with people to achieve goals.

Enthusiastic Leader:

Joe can work with others in a fast-paced environment. Joe knows how to get people moving toward a goal. Joe works hard and inspires others to do their best.

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Joe's Keys to Growth

The following section describes Joe's keys to maintain balance and excellence in life based on the dynamics of the **D/I** personality blend. These keys are important in adapting to the needs and perspective of others. Practicing these insights will cultivate teamwork, productivity, harmony and understanding with others.

Be Patient With People

Your mindset is "let's go now!" Not everyone will want to move as fast as you do. Be patient with people who prefer to take their time.

Adjust Your Pace

Adjust your pace and energy to those you interact with. Some people respond better to high energy and some people respond better in a calm environment.

Inspire Others to Grow as Leaders

Inspire others to grow by encouraging them to take on leadership roles for future development.

Consider Your Words

Be aware of your tone and intensity level when you communicate. Most people are sensitive to HOW things are said just much as they are to WHAT is being said.

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Tendencies and Motivation for Joe

The following section describes your tendencies and motivations. We also refer to this as your "basic style" which is how you behave most naturally. Everyone has areas that he or she is strong in and areas that can be blind spots. The most natural thing in the world is for you to act in a way that feels good to you.

Please note that the following statements include areas for growth.

- As a person having a D/I style blend, you naturally act assertive, persuasive and responsive with others, because you want control, variety and at times, approval.

- It requires more self-control for you to remain calm at times, because you are a person who likes to take action.

- Remember: The keys to your success are being respected by others and staying under control. Adapt to others by BEING COOPERATIVE and choosing to be SUPPORTIVE at times.

- You are least comfortable when you perceive that you may face losing or being forced to conform.

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Joe's Tendencies and Motivation Chart

The following section shows your "Basic Style" in the form of a visual chart. The areas in **BOLD** show how you behave most naturally. The following section contains insights into your basic motivation and behavior.

	Dominant	Inspiring	Supportive	Cautious
High Trait Behavior	**Tends to act Assertive** **Likes Control** **Dislikes Losing** **Guard against Anger**	**Tends to act Persuasive** **Likes Approval** **Dislikes Rejection** **Guard against Placing Blame**	Tends to act Patient Likes Routine Dislikes Change Guard against Nonparticipation	Tends to act Contemplative Likes Standards Dislikes Being Wrong Guard against Criticism
Low Trait Behavior	Tends to act Cooperative Likes Harmony Dislikes Confrontation Guard against Indifference	Tends to act Unemotional Likes Logic Dislikes Illogical Actions Guard against Suspicion	**Tends to act Responsive** **Likes Variety** **Dislikes Status Quo** **Guard against Impatience**	**Tends to act Free Spirited** **Likes Non-structure** **Dislikes Conforming** **Guard against Emotion**
	Dominant	**Inspiring**	**Supportive**	**Cautious**

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Joe's Communication Style

The following section describes how you tend to communicate and interact with others. Naturally, you like to communicate in a way that is most comfortable to you. Others may or may not understand you or your motivation. This page is designed to shed light on how your personality flavors the way you communicate with others. Please note that the following statements include areas for growth.

- Because you have a D/I style blend, you communicate forcefully and at times informally. Others can perceive you as being pushy, talkative, impatient and unorthodox - especially if they do not understand you.

- Because you have a D/I style blend, you naturally want an environment that is results-oriented and people-oriented.

- Remember: The key to your success is to be under-control in order to get the results you desire. Do this by LISTENING more and communicating in a friendly manner with SOFTER TONES.

- You typically are motivated by challenges, positive feedback and new opportunities.

Communication Tip: Communicate effectively and act intelligently by adapting your words and actions to the personality style of others.

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Priorities and Decision Style for Joe

The following section describes how you tend to make decisions and what tends to be important to you. Our personality style blend influences how we make decisions based on where our priorities are. This reflects our most natural behavior when faced with choices.

- Because you have a D/I style blend, your basic priorities in decision-making are power, control and people.

- In making decisions, your focus will be on the goal. At times, you want to win the approval of others. You make decisions to be innovative and promote change.

- Remember: The key to you accomplishing your goals and being respected is to base more of your decisions on FACTS, CONSISTENCY and LOGIC.

- You will usually decide quickly. You tend to interact with others while exploring your feelings in order to solve problems and persuade others.

Suggestion: Try to consider the perspective from another person's point of view, and you will make wiser decisions.

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Joe's Priorities and Decision Style Chart

The following section shows your "Priorities and Decision-Making Style" in the form of a visual chart. The areas in **BOLD** show how you tend to process decisions most naturally.

	Dominant	Inspiring	Supportive	Cautious
High Trait Behavior	**Your priority is Power to act** **So you Decide** **In order to Solve Problems** **Because you Focus on The Goal**	**Your priority is People Involvement** **So you Interact** **In order to Persuade Others** **Because you Focus on The Popular**	Your priority is Predictability So you Seek Stability In order to Keep Status-Quo Because you Focus on The Accepted	Your priority is Procedure So you Seek Facts In order to Uphold Principles Because you Focus on The Rules
Low Trait Behavior	Your priority is Yielding Power So you Participate In order to Be a Team Player Because you Focus on The Team	Your priority is less People Involvement So you Isolate In order to Be Self-Persuaded Because you Focus on The Logic	**Your priority is Not Predictability** **So you are Spontaneous** **In order to Promote Change** **Because you Focus on The Innovation**	**Your priority is Not Procedure** **So you Explore Feelings** **In order to Be Expressive** **Because you Focus on Your Feelings**
	Dominant	**Inspiring**	**Supportive**	**Cautious**

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Suggestions for Working with Joe

Based on your D/I, others can work more effectively with you by being aware of your basic style. This section is intended for others to be able to refer to in order to work more effectively with you.

The EASIEST way to work with Joe is to:

Use their jargon; be open; provide probability of success and effectiveness of options; give "strokes" for involvement; understand their sporadic listening skills.

The LEAST EFFECTIVE way to work with Joe is to:

Be redundant; ask useless questions; ramble or waste time; direct or order; assume that they have heard what you said; distract their minds from business when accomplishing tasks.

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Joe as a Team Member

Joe, you can use this section to help you understand how you work with a "team" or group of people based on your D/I blend. Not everything we do in life involves working with a "team", but we often interact with more than 2 or 3 people at a time. The "team" can be our family in one situation, or a group of friends in another situation, for example. These insights will help you see how you tend to fit in with a team, and you can better work with them.

Joe's value on a team is: Initiates activities, motivates others to action

Joe's ideal environment (what feels best) is: Where quick decisions are required; varied activities and roles with people

Joe's mindset when under pressure is to be: Competitive; confident; pioneering; assertive; positive; winner

Joe can be misunderstood when under pressure and be perceived as: Egotistical; nervy; demanding; controlling; aggressive; opinionated

Joe's keys to being motivated: Authority to take risks to achieve results; no close supervision; excitement and prestige; opportunity to work hard and play hard; a new challenge

Joe's keys to growing and improving: Producing tangible results through influence with people

Joe's possible "blind spots" or challenges: Short term solutions creating long term problems

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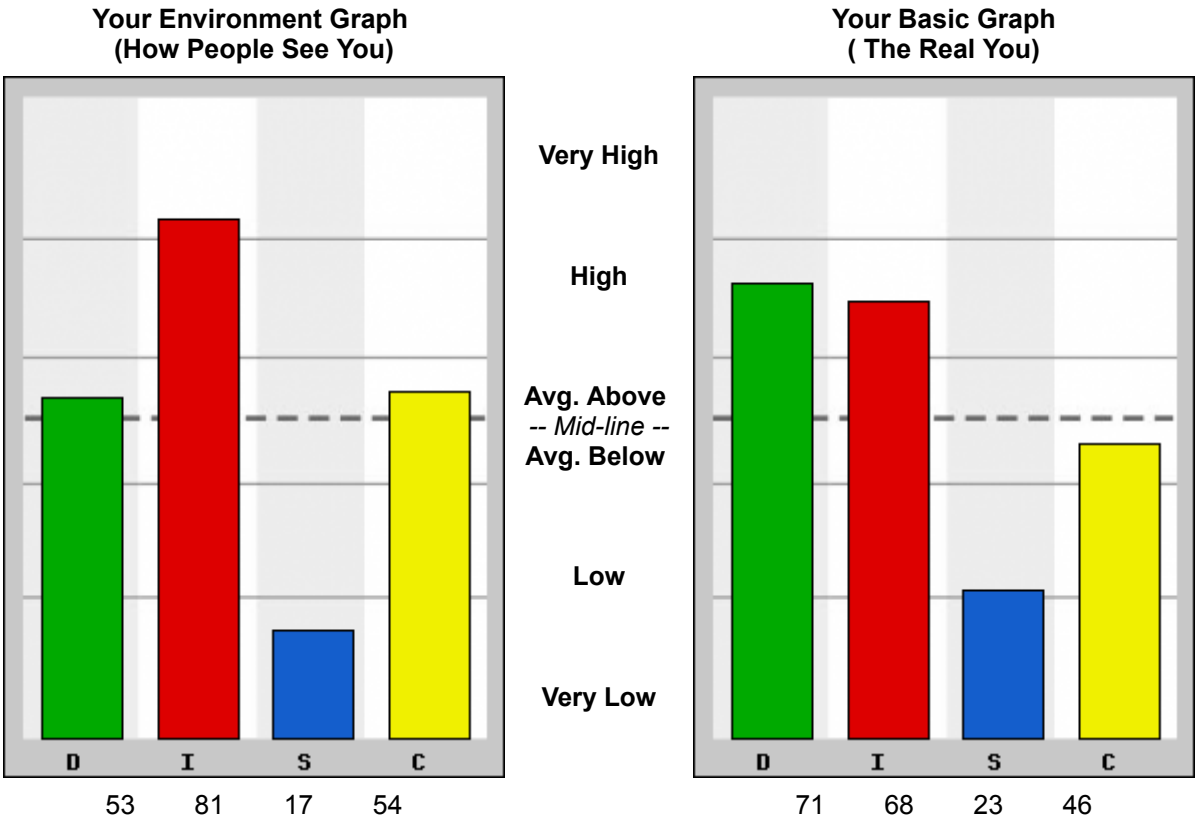
Graphs for Joe Sample



Overview of Your Graphs

The graphs above show levels for your D, I, S and C personality traits. The higher the level of the trait, the stronger it is. The graph on the left is called **Your Environment Graph**. This graph shows how people see you. It shows how you tend to act with other people (in the environment). The graph on the right is called **Your Basic Graph.** This graph reflects how you see yourself. It shows how you are most comfortable acting when feeling free to be yourself. This is the graph that was used to determine your personality blend as being **D/I**. Keep in mind that **behavior in your environment is often different than your real personality preferences**. This report can give you insights into the dynamics of your personality style. You may observe that you exhibit very different personality traits in different situations. That is normal. **As you learn to see the patterns in your behavior, you will be able to interact more effectively with others.**

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Joe's High and Low Traits

HIGH TYPE Most Predominant	DOMINANT Comfortable working in charge	INSPIRING Comfortable working with people	SUPPORTIVE Comfortable working in a routine	CAUTIOUS Comfortable working in a defined system
Very High Segment	dominant driving demanding ambitious directing pioneering	inspiring political persuasive magnetic stimulating impulsive	supportive passive predictable loyal steady patient	cautious perfectionist precise exacting accurate theoretical
High Segment	**forceful adventuresome risk-taker challenging decisive determined**	**trusting enthusiastic expressive polished generous poised**	faithful enduring persistent cooperative kind relaxed	thorough contemplative conscientious proper diplomatic tactful
Average Segment	competitive convincing self-composed	charming sociable hopeful	amiable reliable stable	polite inquisitive sensitive
- - - - - - - - - -- -- -- - - - - - - - - midline - - - - - -- - - -- - - - - - - - - - - -				
Average Segment	self-effacing hesitant evaluates risks	open-minded retiring assessing	mobile approachable alert	**self-affirmed instinctive self-convinced**
Low Segment	conserving unassuming realistic willing modest peace-keeping	reflective skeptical factual nonemotional suspicious aloof	**available eager responsive tense flexible impatient**	opinionated independent willful unconventional emotional free-spirited
Very Low Segment	team player avoids confrontation humble dependent self-denying participating	analytical withdrawn detached probing logical listening	testing changeable energetic reactionary dynamic spontaneous	uninhibited obstinate fearless defiant extremist self-expressive
LOW TYPE Least Predominant	**DOMINANT** Comfortable working on a team	**INSPIRING** Comfortable working alone	**SUPPORTIVE** Comfortable working spontaneously	**CAUTIOUS** Comfortable working instinctively

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Working with Other People

Your Keys to Success:

Joe, when you are working with another person, it is important to remember the other person may have a different personality style than you do. Consider your possible blind spots and remember the following:

1) **Don't push.**

2) **Give him or her time to process and think.**

3) **Use softer tones.**

Tip for All Personality Styles:

Remember that people tend to want YOU to work at THEIR pace according to THEIR priorities

Next, let's see how to relate to the 4 basic personality styles ...

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Working with a D-Style Person

with someone who is primarily D (dominant)

Joe, because your primary style is **D**,

Please remember the following when communicating with a **D-style** person:

1) Emphasize opportunities, results or solutions.

2) Look at the bottom line.

3) Be businesslike and direct.

INSIGHT: Be confident and sure of yourself. Your friend may be forceful. Show strength. Be direct. Emphasize results.

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Working with an I-Style Person

with someone who is primarily I (inspirational)

Joe, because your primary style is **D**,

Please remember the following when communicating with an **I-style** person:

1) Emphasize enjoyment and people's success with your service.

2) Look at the recognition that he or she can receive with your information.

3) Be more friendly and upbeat.

INSIGHT: Be enthusiastic and complimentary. Your friend will talk and exaggerate a lot. Listen and don't try to control the conversation or prove your point.

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Working with an S-Style Person

with someone who is primarily S (supportive)

Joe, because your primary style is **D**,

Please remember the following when communicating with an **S-style** person:

1) Emphasize team support.

2) Look at reliability and minimize challenges.

3) Be personable.

INSIGHT: Be sensitive. Let your friend share his or her feelings. Don't interrupt. Let your friend finish talking before your talk.

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Working with a C-Style Person

with someone who is primarily C (cautious)

Joe, because your primary style is **D**,

Please remember the following when communicating with a **C-style** person:

1) Emphasize validating materials.

2) Look at and give time to analyze hard data.

3) Be patient and logical.

INSIGHT: Be factual and make sure of your facts. Ask for suggestions. Be open and respectful. Give details concerning problems. Be precise and methodical.

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When Working With Others ...

With DOMINANT (D) Style People Emphasize:	With INSPIRING (I) Style People Emphasize:
• Results • Opportunities • Solutions • Goals • Plans • Wise use of time • Leadership role • Authority • Their bold nature • Bottom line • Ownership • Efficiency	• Fun • Enjoyment • Recognition • Dreams • People • Lifestyle • Energy • Enthusiasm • Their outgoing nature • Expectations • Stories • Success
With CAUTIOUS (C) Style People Emphasize:	**With SUPPORTIVE (S) Style People Emphasize:**
• Quality • Value • Logic • Principles • Honesty • Integrity • Consistency • Validation • Their inquisitive nature • Details • Loyalty • Correctness	• Support • Reliability • Teamwork • Service • Peace • Family • Steadiness • Relationships • Their cooperative nature • Understanding • Security • Friendships

Remember: Emphasize what others are interested in!

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Special Tips to Remember

D! Dominant

If Your Style is D ... Remember

- Don't push
- Give people time to process and think
- Use softer tones

I Inspiring

If Your Style is I ... Remember

- Be organized
- Stay focused
- Be credible

C? Cautious

If Your Style is C ... Remember

- Don't overdo details
- Remember the person, not the task
- Smile more and lighten up a little

S± Supportive

If Your Style is S ... Remember

- Be confident
- Remember that challenges are okay
- Don't be controlled by FEAR
  (False Evidence Appearing Real)

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Personality Clues:

Use the chart below to help you quickly identify a person's primary personality style. This can help you adapt your style to better relate to them.

		D	I	S	C
	Likes to do things	The **FAST** way	The **FUN** way	The **TRADITIONAL** way	The **PROPER** way
	Personal Decor	Large desk, awards, useful accessories	Flashy, trendy, with fun pictures	Family pictures, personal mementos	Aesthetically pleasing, unique, functional
	Body Language	Big gestures, leans forward, advancing	Expressive, friendly posture, amusing	Gentle gestures, reassuring	Unemotional, controlled gestures, assessing
	Speech Pattern	Directive tones, abrupt, interrupting, intentional	Talkative, varied tones, personal, easily distracted	Conversational, warm tones, friendly, prefers listening	Clarifying, monotone, logical, focused, questioning
	Processes by asking	**What?**	**Who?**	**How?**	**Why?**
	Personal Strength	**Firm**	**Fun**	**Friendly**	**Factual**

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PARENT SECTION

(for Joe's Parents)

The information in this section is intended to be a resource for you as you work with Joe.

The information applies to all types of relationships.

Every relationship has built-in dynamics that present some strengths and some challenges or struggles.

The next section discusses three things as you relate to Joe's strongest trait from your own strongest personality trait.

- **Strengths** of your relationship
- **Struggles** of your relationship
- **Strategies** of how to improve your relationship

As you look in the next section, think about what personality type you are. Consider whether your own personality style tends to be more "D" (dominant), "I" (inspiring), "S" (supportive) or "C" (cautious). You may need to refer back to page 5 in this report to help you determine your main personality trait.

The next section has 4 pages that talk about how each of the 4 parenting styles may relate to Joe's primary trait. Please refer to the page that has your parenting style.

> **Please review this section with Joe, as it provides a guide for Joe to better work with you.**

You may not be aware of some of the challenges in your relationship. This information may help you to identify possible "blind-spots" in your life.

Reading the next section is intended to help you begin to think about the dynamics involved in your relationship with Joe. When you look at this information with an open mind, it can be used to improve your relationship with Joe.

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The Dominant "D" Parenting Style and the D Teenager

Joe, because your primary style is D ...

Remember the following when working with a **Dominant D-Style parent:**

STRENGTHS you share:

Your mutual goals, admiration, and the desire to get results can be very positive and affirming.

STRUGGLES you may face:

Power struggles are the most challenging. Neither of you want to back down or give up or compromise.

STRATEGIES for relating and conflict resolution:

Don't forces issues. Allow this person to have some choices, control and authority. Don't argue or give ultimatums. Be direct and stick to business.

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The Inspiring "I" Parenting Style and the D Teenager

Joe, because your primary style is D ...

Remember the following when working with an **Inspiring I-Style parent:**

STRENGTHS you share:

Both of you are fast paced. This person may desire to please you and follow your leadership.

STRUGGLES you may face:

Your focus on getting things done can clash with this person's desire to have fun and "take-life-as-it-comes." This person does not share your drive to complete tasks. This person's focus is on people rather than on tasks.

STRATEGIES for relating and conflict resolution:

Realize that this person does not usually focus on one thing; rather he or she focuses on many things. Help Inspiring (I) types finish tasks by working WITH them. Make things FUN! Allow them to talk and socialize. Be positive and willing to express approval to them. Be accepting of their expressions of emotion and feelings.

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The Supportive "S" Parenting Style and the D Teenager

Joe, because your primary style is D ...

Remember the following when working with a **Supportive S-Style parent:**

STRENGTHS you share:

You like to lead, and this personality type likes to follow and help. A supportive person will feel secure as long as you show controlled, stable behavior.

STRUGGLES you may face:

If you come on too strong, this person can feel intimidated and will take it personally. You may misunderstand this person's softhearted, easygoing nature as being "weak." That may bring hurt or rejection. Remember that this person's focus is on people, and he or she tends to be slower paced.

STRATEGIES for relating and conflict resolution:

Be patient and willing to spell things out, step-by step when working on tasks. Communicate in a calmer, softer manner. Relax, and do not push. Express appreciation often. Be sincere.

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The Cautious "C" Parenting Style and the D Teenager

Joe, because your primary style is D ...

Remember the following when working with a **Cautious C-Style parent:**

STRENGTHS you share:

Both of you focus on tasks and enjoy working independently. With this person's attention to detail, you can accomplish a lot together.

STRUGGLES you may face:

You tend to move quickly, whereas this person likes to think things through. Your focus is to get things done now, and his or her focus is to get things done right. Your desire to control things may discourage a cautious person, because this person does not like to feel pressured.

STRATEGIES for relating and conflict resolution:

Do not rush or push this person. Do not criticize a cautious person. Be patient, and give him or her time to make decisions. Be willing to answer this person's questions and provide information in a polite manner. Do not expect this person to be a risk-taker like you.

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TEACHER SECTION

(for Joe's Teachers)

Dear Teacher,

We know that you care very much for your students. Thank you for taking the time to understand Joe**. Care and understanding** is what Joe needs in order to be receptive to your teaching. This Personality Assessment Report is intended to help you understand Joe better. By reading this report, you will gain insight into the personality blend which influences everything Joe does. This Personality Assessment Report will help you to adapt your teaching approach to best meet Joe's needs and to work in cooperation with Joe's style.

We would like to offer you help to determine your own unique personality style. Your teaching style is influenced by your own personality. We suggest that you start by referring to the next page for an introduction to the "DISC" traits. You may also want to obtain your own Personality Assessment Report if you would like to learn more about yourself.

Just like you, we want Joe to grow to become better. We hope this information will be helpful to you in building a better relationship with Joe.

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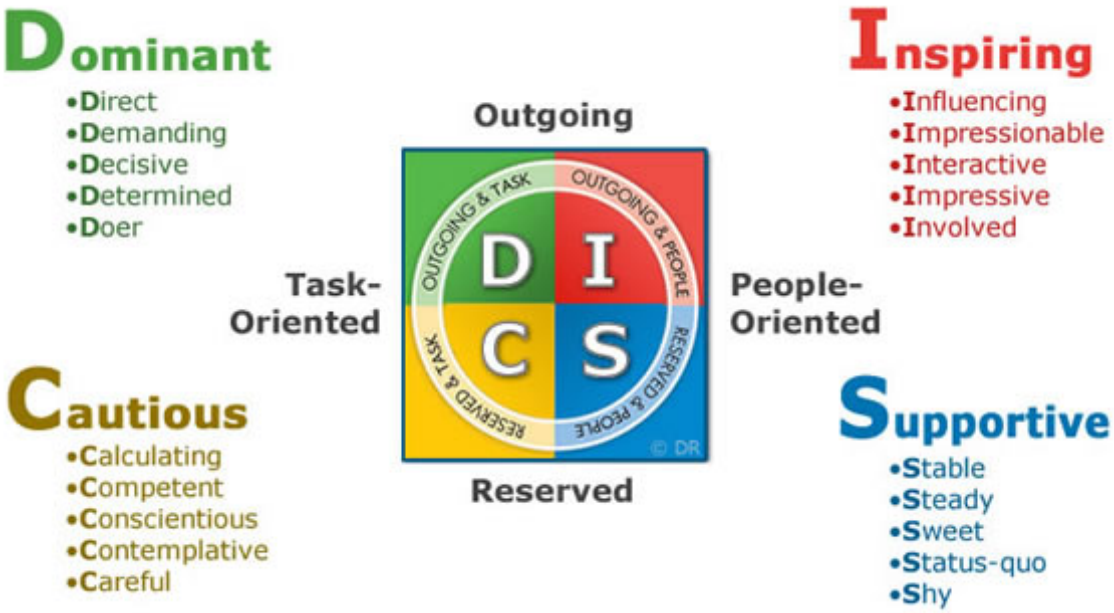
Introduction to the "DISC" Traits

Joe, we will be using what we call "DISC" in this report to help you understand your personality style. We use the four letters, "D," "I," "S" and "C" to talk about 4 main types of personality styles. The results of your assessment show that your personality can be described by these letters: "**D/I**," which is what we call your personality blend. You will learn more about your "**D/I**" blend and what that means in this Personality Assessment Report. To help you understand what we mean when we use the letters D, I, S and C in this report, we will quickly go over how our personality model works. Most people have predictable patterns of behavior which go along with their specific personalities. There are four basic personality types. We refer to these personality types by the letters, "D," "I," "S" and "C." All 4 of these personality types blend together in you to determine your unique personality. In other words, everyone is a mixture of all 4 types of behaviors. Take a look at the picture of the DISC human behavior model below.



You will notice that there are words in bold letters around the circle which represent behavior patterns: **OUTGOING, RESERVED, TASK-ORIENTED and PEOPLE-ORIENTED**. Sometimes people are **OUTGOING**, and sometimes they are **RESERVED** in their behavior. Sometimes people are **TASK-ORIENTED**, and sometimes they are **PEOPLE-ORIENTED**. The four personality types are like four parts of a pie, and you can see the letters "D", "I", "S" and "C" in each of the 4 sections of the pie. We can describe the basic behavior of the four personality types using words that begin with "D", "I", "S" and "C." Some of the words are listed in the diagram above.

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Teaching Insights for Joe

(for someone who is primarily a Dominant style)

Communication Key - Joe says:

- Tell me what you want me to do.
- Show me what I can accomplish.
- Be direct and clear.
- Offer me choices if you can let me decide about something.

Encouragement Key - say to Joe:

- "You are confident and quick to respond."
- "I like that you tell me exactly what you think."
- "You can see a problem and see a way to solve it."
- "When you want to do something important, sometimes we can work together!"

Teaching Keys for Joe:

You can feel the strength of Joe's drive. This is a wonderful strength that will allow Joe to accomplish many great things where others may give up. As a teacher, you can help direct this strength to keep it under control. Out of control, Joe's drive can lead to challenging you and possibly resisting your instructions. This can be difficult, but Joe needs to know that you mean what you say. Show respect for Joe's choice to do what you ask. Teaching Joe to accept limits, even if they are not pleasant, is good preparation for the realities of life.

As a "High D" person, Joe may get angry when things don't go as planned, or when someone else chooses the plan. Try to remember that anger can upset Joe as much as it does you, for it is often beyond Joe's control. Allow Joe to have as much choice as you can, but do not give up the authority and control that you rightfully have in your position. When you do yield authority, you will struggle to regain the control you need to lead effectively. Joe's anger will always be a hindrance unless it is kept under control and managed properly. Joe needs to understand that failure is an event that happens, not a person. Joe may sometimes fail, but with your help, Joe will grow to accomplish amazing things!

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Teacher's Guide to the 4 Main Learning Styles

The following 4 pages contain information on ALL FOUR possible styles of learning. Please refer to each page that corresponds to each letter in **Joe's** blend.

Joe's personality blend is **D/I**.

Learning Style Key:
D = Dominant Learner I = Inspiring Learner S = Supportive Learner C = Cautious Learner

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Dominant Learners (D-types)

Strengths:

You are proud of students who, in high school, will be the school's football quarterback, captain of the basketball team, star of the drama club, editor of the school newspaper, or, in lower grades, is a school crossing guard or classroom leader. However, they often do not seem to make good grades in the traditional classroom experience, regardless of the subject. What is the problem? After all, they are smart, resourceful, gifted, and can excel at many different things. They act spontaneously and quickly and gets the task at hand done, especially when it involves physical dexterity, courage, or quick wittedness. However, when you try to get them to sit still in a formal learning situation, you may have a challenge. These students often try teachers' patience. They have to be busy doing something nearly all the time! They are goal-oriented and like to come out on top as winners. They often accomplish this by their determined, diligent, and practical independence along with a good dose of courage and efficiency. One day in the future, after proper challenge, discipline, and encouragement, they will become future entrepreneurs, explorers, high achievers or pro athletes, because they are not afraid to take risks!

Struggles:

This style of student can be very determined, which can result in conflicts with authority. In fact, conflict is just a method of interaction for them, and, sometimes, they even enjoy a little conflict. Sometimes the conflict is no more than playful sparring; however, "D" type can have a challenge being under someone else's authority. Giving them some choices and some control can help minimize conflict. Dominant Learners are often a disciplinary problem because of their strong will. They dislike restrictive routines or overly rigid structure. They like choices, to be in charge, and to be free to move and act independently. With too many restrictions and too few choices, there can be problems of anger, abrasiveness, defiance, sarcasm, and lack of consideration for others. If these students are not properly challenged, they are more prone to be defiant. Keep in mind that the challenge must appeal to them, not just to you. Their independence is often mistaken for rebellion against authority because they do not like to take orders. Work with their natural leadership ability and steer it in a positive direction. Give him or her something that they will enjoy being in charge of, and they will be less likely to try to take control of something.

Strategies:

Because this student is so doing-oriented, learning almost occurs as a by-product of energy, movement and actions. Therefore, this student needs to be challenged through a sense of competition and physical (tactile or kinesthetic) activities. Demonstrations, field trips, computer learning programs, and game format lessons are often good ways to engage this student. Since they are often poor listeners, you must give them clear instructions and achievable goals, which should be immediately rewarded when met. Also, look for ways to reward these students for the development of good study habits, good attitudes, self-discipline, and acceptable work. Getting to lead the class or a group or making choices in assignments are motivating to the "D" style. Offering the student plenty of variety and choices of learning activities is appealing to the Dominant "D" learner. Allow him or her to work on assignments with minimal supervision.

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Inspiring Learners (I-types)

Strengths:

This kind of student has a strong need to be the center of attention! They like to influence others through their performance, imagination, and interaction - all of which makes them feel important through the recognition that is given to them. They often have a wide breadth of interests and are sociable and friendly. They are interested in the thoughts, feelings and experiences of others. Cooperation, compassion, and communication drive these personable students. So, consequently, they are well liked. These learners are today's visionaries and dreamers who want to make a difference in their world. Because of their high profile and popularity, you will find them involved with the Drama Club, band, cheerleading, or serving as the campus clown or a class officer. They are really high achievers who set high expectations for themselves, and who love functioning in groups of people. Consequently, they do well socially, often learning to speak and read at an early age.

Struggles:

This type of learner may not always be the "ideal" student. They are often disorganized and are not detail oriented, as evidenced by their poor study habits. Inspiring learners are great starters but poor finishers. They often lack focus and follow through. Short-term projects with lots of group activities appeal to their short attention spans and give them a payoff of prestige, playfulness, and approval, which they seek. Long-term projects can become very frustrating because inspiring learners do better in the moment in which they find themselves. A project that is due six weeks from now might as well be due six years from now. It is difficult for this learner to get focused on something that seems so far away. It is important that you, as the teacher, be verbally supportive of them in spite of this student's shorter attention span. They can often interpret rejection or failure of their work as personal rejection of themselves. Therefore, they are often fearful of competitive environments.

Strategies:

Inspiring learners are definitely interactive learners who enjoy discussion groups, brain storming activities, and group projects. They love to be involved in teamwork, and they love to give input to the group. At the same time, they appreciate a certain amount of individualism in order to be self-creative. Language arts, philosophy, history, and biography appeal to these students. They like to know about other people's ideas, contributions, and life experiences in the social sciences. Give them plenty of encouragement to participate in campus clubs and organizations, and to engage their sociability. These will also afford them opportunities for them to practice using personal planners, calendars, and other organizational tools to keep track of their commitments, assignments, and responsibilities. Also, you should encourage these students to learn the habit of carefully proof-reading their assignments for thoroughness or possible mistakes.

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Supportive Learners (S-types)

Strengths:

Desiring to win the approval of adults, supportive learners are eager to learn, cooperate and obey. They sometimes go through the stigma of being the "teacher's pet." Naturally nurturing and helpful, these students are easygoing and will be quite supportive in their loyalties. They seem to flourish in a routine and predictable environment as they assimilate lessons by steady plodding or set procedures. Understanding their strong need for teamwork and cooperation will cause you not to try to put additional pressure on them to isolate themselves from their peers. They need their "personal space" in order to grow more comfortable when any changes occur. Your verbal support will help them feel more secure, especially when introducing or learning new material. They value the status quo. Because they are so steady, dependable, trustworthy, and love to help, you will often find that they are willing to help their teachers or other students. These are your naturally studious and obedient students who are a joy to the teacher!

Struggles:

Supportive learners are often sensitive and insecure. You will have to reach out and try to help them develop a sense of self-confidence. Give them opportunities to make independent decisions instead of having them confer with others. Since they are quite adept at mere memorization of data, they frequently do not see "the big picture's" underlying concepts and principles through extrapolation. Have them paraphrase lessons, reinforced with written essays to help you evaluate their understanding of the lessons. Risk taking, new adventures, confrontations, and changes in routine are often traumatizing to these kids. Give them help in learning a new meaning of adventure in their lives! Supportive learners are often poor starters on tasks. However, they can be great finishers, because they like to see closure on projects or situations.

Strategies:

The supportive learners appreciate a quiet, well organized, and structured learning environment. Lessons should be presented in sequential, incremental and evenly, slowly paced steps to play on their desire for order and proven methods of instruction. Use repetition and drills, workbooks, and written assignments, which are traditional teaching methods. Since they are motivated to understand, make sure that you give them clearly delineated responsibilities with objective standards of evaluation. Give them some open-ended assignments to promote decision making and creativity with their own ideas. You should be alert to students who have frequent questions for clarification, since this may be an indication that they are insecure or under stress in a particular learning situation.

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Cautious Learners (C-types)

Strengths:

These students are natural learners. They love to investigate and understand many subjects. In a word, they simply love to learn. Critical thinking, problem solving, and analysis come naturally to these creative students. They will learn, sometimes in spite of you, because they are self-motivated, contemplative and idealistic. Cautious learners are meticulous and accurate in their work, because they value being careful, thorough and correct. They are perfectionists! These are the student with the high I.Q's. They are often placed in gifted or advanced classes. Their appetite for knowledge is insatiable and intense. They will focus on one task for an extended period of time, since they can block out distractions (unfortunately, even personal responsibilities). Cautious learners make great class treasurers or parliamentarians, and they often join the Debate team or Science Club, which offers them quality answers and value.

Struggles:

Because cautious learners can be so intensely focused on tasks, they may neglect subjects or responsibilities that lie outside their narrow frame of interest. Accountability may be needed to insure that their other responsibilities are met. Socially, these types of students can be less sociable. They can often come across as being self-centered or easily offended, thereby seeming aloof, moody, cold, or critical of others. They often relate to others in an instructional manner rather than a personal one. Help them to open up more socially and to be more accepting and empathetic towards others as they works on interpersonal skills. Cautious learners may have trouble accepting their own limitations without becoming frustrated. Give them plenty of opportunities to express their emotions tactfully. Help them to keep their personal shortcomings in perspective.

Strategies:

Since cautious learners value learning facts and empirical, objective knowledge, they constantly needs to be challenged. Mere rote memory or "busy work" will not satisfy them. They do not like being "talked down to" or made to record the entire problem solving steps that are immediately obvious to them. Give them some room for flexibility and creativity in a quiet and stable learning environment free of unnecessary interruptions, so they can work in a structured and systematic way. They respond well to the traditional lecture format and personal reading and research. You may place these students in advanced classes or allow them to proceed several levels ahead in subjects which interest them and in which they show comprehension. Cautious learners are good listeners, and they value input from mentor experts in their spheres of interest. Try to encourage them in volunteerism and service - oriented areas, such as peer mentoring, to help them develop their social skills. They usually enjoy working individually or one on one rather than in a group setting, unless the group is as interested and focused on a task as much as they are. Still, encourage them to join campus clubs and organizations, so they can both learn and contribute.

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CAREER SECTION

The information in this next section is intended to give you an idea of various careers that are usually a good fit for each personality type.

These lists are only intended to help you with ideas!

You will probably be interested in careers from more than one list!

This information may help you think about what type of work would seem to "fit" you better. Some personality types are ***energized*** doing things that may actually "stress out" other personality types. While **you may be able to do anything** you put your mind to, **there may be certain areas that you are more naturally inclined to excel in**. In these areas, your strengths are used and your environment encourages you to be your best. You will see that there is an "exploring your interests" exercise below. **Have fun with it,** and give it a try. It is not meant to steer you in a particular direction but to help you **think about how to best use your talents and gifts in a way that cooperates with your personality traits**.

EXPLORING YOUR INTERESTS

1. Print out the list of careers for each personality style (the next 5 pages in this report).
2. On each list, write **"YES"** by careers that you believe **would be a good fit** for you.
3. On each list, write **"MAYBE"** by careers that that you believe **may be a good fit** for you.
4. On each list, write **"NO"** by careers that that you believe **would be a poor fit** for you.
5. When you have completed all of the lists, go back over your notes in order to see what did and did not appeal to you.
6. Write down your **10 MOST interesting careers** on a blank sheet of paper.
7. Write down your **10 LEAST interesting careers** on the same paper.
8. Lastly, write down any thoughts, observations or conclusions you had as you went through this exercise.

This exercise is just intended to be a **STARTING POINT** to help you begin to think about what kinds of vocations will fit you best according to your natural talents, gifts and abilities.

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"D" Styles Usually Make Good:

- Administrators... run large operations such as schools or hospitals
- Agent/ Business managers... represents performers, speakers and other professionals
- Army Rangers... highly-trained combat soldier
- Athletes... sports participant with physical speed, stamina, skill
- Athletic Trainers or Coaches... one who leads athletes to higher performance
- Builders... owner of a building construction business
- Business Owners... self-employed, self-directed business operator
- Closing specialists (sales)... one who helps close sales deals by helping others make decisions
- Coaches... instructor/manager in charge of a team or game strategy
- Construction Workers... craftsman who builds systematically
- Corporate Buyers/Negotiators... represents companies in making purchases to get the best price
- Developers... person who develops real estate on speculation
- Directors of educational programs (religious)... runs educational programs for large churches
- Directors... head of a project or bureau, play or movie
- Drill Instructors... military discipline and close-order drill trainer
- Educational Administrators... one who oversees the entire operation of an educational institution
- Emergency Medical Technicians... trained to handle medical emergencies
- Entrepreneurs... business organizer who assumes risk for profit
- Executive secretaries... highly productive and efficient person who works for an executive
- Executives... chief officer managing the affairs of a company
- FBI/CIA/DEA Agents... federal investigation and enforcement officer
- Fighter Pilots... highly skilled military jet combat flier
- Food service managers... one who runs an efficient food service operation
- Foremen... person in charge of a group of workers in a factory
- Franchise operators... runs a business according to an established franchise model
- General contractors for construction... oversees crews of workers who work on a building project
- General Managers... one who is in charge of business decisions for a business day-to-day
- Hotel/Restaurant Managers...in charge of all aspects of the operation of a hotel or restaurant
- Industrial Production Managers... one who is in charge of production in a manufacturing plant
- Landscapers... one who owns and operates a landscaping business
- Lawyers... advisor in matters of law, representative in lawsuits
- Leaders... person directing, commanding, guiding an activity
- Management consultants... gives direction to companies to help them improve their performance
- Managers... in charge of a group of others to ensure productivity
- Manufacturers reps (independent salesperson)
- Marines, Green Berets... special forces, amphibian combat soldier
- Military Officers... commander for Army, Navy, Marines, Air Force
- Motivators... person who impels or incites the success of others
- Navy Seals... underwater espionage and military assault diver
- Pastors... primary leader of a religious congregation
- Physical trainers... one who works with individuals to reach their fitness goals
- Police Officers... local safety and law enforcement professional
- Private Investigators... independent detective
- Producers... in charge of financing and coordinating entertainment
- Real Estate Agents...involved in buying and selling land, homes or commercial property
- Sales Managers... oversees a group of sales people to help meet sales goals
- Shop owners... independent business owner who is in charge of every aspect of their business
- State Patrolmen... a law enforcement officer with highway jurisdiction
- Supervisors... superintendent or overseer of a work group
- Truck Drivers... national or local carrier/deliverer of goods by truck

Students...!

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"I" Styles Usually Make Good:

- Actors... person who plays roles in television, film, theatre, etc.
- Advertising and promotion specialists... experts in marketing to the public
- Aerobics Instructors... leads a group of individuals in aerobic exercise training
- Announcers... a voice actor who usually works in radio, television or film
- Auctioneers... expressive person selling and directing bids at auction
- Broadcasters... transmitter of information to a large radio/TV audience
- Car Salespersons... explains benefits, induces automobile purchase
- Career counselors... provide help to individuals exploring what field of study or work to pursue
- Chiropractors... adjusts peoples' spine or body to treat pain or other problems
- Coaches... instructor/manager in charge of a team or game strategy
- Comedians... comedy entertainer who recites clever monologues
- Convention/event planners... works with groups to coordinate events
- Corporate Trainers... one who trains groups of people for ongoing job-related education
- Creative Directors... overlooks design in advertising and branding for a company
- Customer service managers... coaches a team of people to provide customer service
- Disk Jockeys... radio or party personality who entertains with music
- Entertainers... person who amuses with song or dance, etc.
- Executive recruiters... specializes in attracting and hiring top level executives
- Flight Attendants... comfort/safety steward on an plane, ship or train
- Fund raisers... provide the service of raising money for organizations
- Graphic artists... person skilled in creative forms such as illustration and drawing
- Hair Stylists... Cuts and styles hair to change or maintain a person's image
- Health educators... teaches and informs others about health related topics
- Hotel Managers... looks after all aspect of running a hotel and making customers happy
- Human resource (HR) managers... handles personnel related issues such as hiring and training
- Interior Decorators... designer of living space and functionality
- Journalists, columnists, authors... writes articles, columns and books
- Leaders... person with ability to motivate and direct a group
- Marcom specialists... an expert in marketing and communications
- Marketing Directors... helps companies to present their products and services
- Missionaries... one who is involved in religious work or ministry to help others
- Motivational speakers, personal coaches... inspire others to achieve and grow
- Musicians or Performers... accomplished musician who entertains others with their talent
- Personal Trainers... health and fitness professional hired for individual instruction
- Physical therapists... helps others maintain and restore proper body movement and strength
- Politicians... holder of elected governmental office
- Preachers/Pastors... one to teaches and oversees a large congregation
- Psychologists...mental health professional providing services such as therapy or counseling
- Public Relations Directors... in charge of creating and maintaining favorable public opinion
- Public Speakers... deliverer of speeches, influencing listeners
- Recreation/activities directors... in charge of recreational activities for camps and resorts
- Recruiters... one who leads others into a field of work
- Reporters... news gatherer/writer for television, radio, newspaper
- Restaurant managers... runs the restaurant and makes sure customers enjoy their visit
- Retail sales... sells goods in a retail environment such as a store or mall
- Sales managers... oversees a sales team and helps them to achieve their goals
- Salespeople... person employed to sell goods or services, often by use of persuasion
- Stockbrokers... involved in buying and selling stocks and securities for investors
- Teachers... instructor of lessons, skills, occupations or disciplines
- Wedding Consultants... planner of formal wedding events

Students...!

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"S" Styles Usually Make Good:

- Administrative Assistants... support provider for business executives
- Artists... person skilled in fine arts: painting, sculpture, drawing, etc.
- Banker or loan officer... helps individuals with their banking and financial needs
- Bed and Breakfast operator... runs a business hosting guests in a home
- Caterer... someone who serves food at events such as weddings or corporate parties
- Chefs... head cook, preparer of gourmet foods in restaurant
- Child Care Workers... baby-sitter, nanny, or day care provider
- Counselors... advisor on academic, occupational or personal issues
- Customer Service Representatives... resolves customer complaints
- Dental assistants... assists dentists in providing dental care to patients
- Dental hygienists... licensed professional specializing in preventive care
- Department Heads... teacher/professor supervising school faculty
- Diplomats... representative to foreign countries, skilled in tactful communication
- Doctor... a medical professional who offers care to others
- Electricians... installer/repairer of electrical fittings for home/business
- Elementary School Teachers... instructor for younger children
- Event Planners... handler of details and hospitality for groups
- Flight Attendants... comfort/safety steward on an plane, ship or train
- Floral designer... makes and sells flower arrangements for gift and decoration purposes
- Funeral Directors... mortuary manager, deals with grieving people
- Geriatric nurse... provides nursing care for elderly people
- Guidance counselors... work in schools to provide advice and guidance to students
- Healthcare Workers ... one who assists in taking care of others
- Homemakers... a person who manages a household and family
- House Painters... craftsman with good technical and people skills
- Human Resource Directors... oversees company's personnel needs
- Lab Technicians... operator/evaluator of laboratory medical tests
- Librarians... supplies/inventories books and educational materials
- Managers... handler of business affairs for clients, celebrities
- Medical assistants... perform administrative and clinical tasks for doctors and medical staff
- Nurses... care provider for the sick, work in hospitals, doctor's offices and homes
- Occupational therapists... helps individuals to have a healthy work environment
- Pharmacists... person licensed to prepare/dispense medicines
- Physician's assistants... non-physicians licensed to practice medicine with a physician's supervision
- Physical therapists... helps others maintain and restore proper body movement and strength
- Private tutors... teacher others individually or in their own home
- Psychologists... studies the mind and may counsels those who have emotional or mental distress
- Real Estate Agents... representative in buying/selling of property (example: helps people find a home)
- Receptionists... one who greets and accommodates visitors, usually at a large company
- Researchers... patient gatherer/interpreter of survey data
- School Teachers... instructor of lessons, skills, or disciplines
- Secretaries... clerical assistant for business operation or office
- Social Workers... provider of family health and welfare services
- Speech language pathologists... helps to prevent and treat speech and language problems
- Supervisors... superintendent or overseer of a work group
- Teachers... instructor of lessons, skills, occupations or disciplines
- Veterinarians... health care for domesticated animals and family pets
- Waiters/Waitresses... customer service personnel in restaurants
- Website designers... works with clients to create websites that meet their needs
- Writers... a biographer, fiction author, or journalist

Students ...!

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"C" Styles Usually Make Good:

- Accountants... person who inspects, keeps, or adjusts account books
- Airline Pilots... the operator of a commercial airplane
- Applications engineer... assists others in using a certain product or technology
- Architects... person who designs and plans buildings or bridges
- Artists... person skilled in fine arts: painting, sculpture, drawing, etc.
- Authors... professional writer of books, stories, poems, articles
- Bankers... owner or manager of a bank
- Biochemist... works to understand chemical processes in living organisms
- Bookkeepers... systematic recorder of business transactions
- Carpenters... builder and repairer of wooden buildings, ships, etc.
- Chemical Engineers... applies chemistry, physics, math in manufacturing
- Choral Conductors... director of vocal music choirs and ensembles
- Civil Engineers... infrastructure designer or supervisor
- Clerks... office worker who keeps records, types letters, does filing
- Composers... creator of complex musical works
- Computer software engineers... writes, tests or architects software programs
- Consultants... expert called upon for technical advice or opinions
- Craftsmen... worker in a skilled trade, such as woodworking
- Database administrators... specialist who knows how to work with computer databases
- Dentists... person providing care to teeth and surrounding tissues
- Draftsmen... drawer of architectural plans for buildings or machinery
- Ecommerce and internet marketing specialists... expert in online commerce
- Educators... specialist in theories and methods of education
- Elementary school teachers... one who teaches children at the elementary level
- Engineers... specialists who work in a highly technical field (civil, electrical, mechanical etc. ...)
- Financial Planners... one who maps out a financial plan for their clients to meet specific goals
- Finishing Carpenters... fine work completer of wooden building interiors
- Forensic science technicians... studies and analyzes data of interest in legal proceedings
- Healthcare workers... one who works in providing healthcare related services
- Hospital Administrators... long-term planning health services manager
- Information Technology Specialists... involved with computer systems, often for a large company
- Interior Decorators... designer of living space and functionality
- Inventors... deviser of a new method, tool, or contrivance
- Lawyers... advisor in matters of law, representative in lawsuits
- Librarians... supplies/inventories books and educational materials
- Market research analyst... researches and advises on how to sell products or services
- Mechanical Engineers... production, transmission, use of power/heat
- Mechanics... skilled worker using tools to repair cars, trucks, machines
- Military Intelligence... gatherer of secret information for military purposes
- Musicians... performer, composer or conductor of music
- Network systems engineer/administrator... sets up and maintains computer networks
- Pharmacists... dispense medications and ensure their safe and proper use by a patient
- Photographers... an artist who makes camera pictures
- Photojournalists... a news reporter whose pictures help tell the story
- Physicians... practitioner of healing arts and medicine
- Plumbers... installer/repairer of water or gas pipes, fixtures, drainage
- Professors... highly-ranked college/university teacher in a specific field
- Project Managers... ensures that projects are completed on schedule
- Real Estate Brokers... agent for negotiating, buying and selling property
- Registered Nurses... ensure that patients receive proper care from physicians
- Risk managers/actuaries... determine risk for companies such as for insurance purposes
- Scholars... specialist in education, especially in the humanities
- Scientists... investigator of natural sciences, biology, chemistry, physics
- Specialists... expert concentrating in a particular professional field
- Statisticians... expert in manipulation and interpretation of data
- Structural Engineers... designer of columns, beams, girders, enforcements
- Surgeons... doctor who treats illness by removing diseased tissue
- Teachers... instructor of lessons, skills, occupations or disciplines
- Theologians... systematic student of religious doctrine and divinity
- Web developer and programmer... develops web pages and programs for the internet

Students...!

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Tips for Interviewing with D-Style People

This section gives you tips to remember when interviewing with a **Dominant** personality style such as when discussing a job, college or scholarship opportunity.

Remember that their basic motivations are:
- Challenge - Show them you have a "can-do" attitude
- Choices - Let them be in charge and follow their directions
- Control - Do not try to take over the conversation

They respond best when your approach provides them an environment where they can have:
- Freedom - Let them decide what the next step is
- Authority - Let them know that you will respect their position
- Varied activities - Find out if there is something you can DO to help
- Difficult assignments - Ask them what challenges lie ahead
- Opportunity for advancement - Talk about any progress that can be made

They will respond best to you when you:
- Provide direct answers
- Stick to business
- Stress goals
- Show confidence (but don't overdo it)
- Focus on what CAN be accomplished

Remember, the D-Style person is still learning that:
- People are important - don't be offended if they are abrasive.
- Relaxation is not a crime - know that they may be intense.
- Some procedures are necessary - ask them what they want you to do next. Repeat it back to them so that expectations are clear.
- Everyone can benefit from other successful people - don't let their strong, self-assured manner fool you.
- Verbalizing conclusions helps others understand them better - they may not give you much feedback, but don't take that as a lack of interest.

Interview Success Keys with D-Styles:

> **Expect challenge and debate - that is how they show interest. Remain calm, and be direct and to the point. Emphasize a goal to be achieved or the job that needs to be done and how you can do it.**

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Tips for Interviewing with I-Style People

This section gives you tips to remember when interviewing with an **Inspiring** personality style such as when discussing a job, college or scholarship opportunity.

Remember that their basic motivations are:
- Recognition - Ask them about their position and show sincere interest
- Approval - Look for their good qualities and voice them
- Popularity - Talk about ways that you can help them succeed.

They respond best when your approach provides them an environment where they can have:
- Prestige - Show them respect
- Friendly relationships - Smile and be genuinely friendly and upbeat
- Opportunities to influence others - If your discussion goes well, ask them to put in a good word for you.
- Opportunities to inspire others - Let them know if they have helped you get excited about the opportunity.
- Chances to verbalize ideas - Let them talk and recognize their ideas.

They will respond best to your leadership when you:
- Are a democratic leader and friend
- Provide social involvement outside of business
- Provide recognition of abilities
- Express interest and enthusiasm
- Create an atmosphere of excitement and interaction

Remember, the I-Style person is still learning that:
- Time must be managed - transfer your discussion into an action plan that has a deadline. Help them think this through.
- Too much optimism can be harmful - be enthusiastic, but keep things realistic.
- Listening is important - do not expect them to listen very well or very long, so be brief and upbeat without extensive details.
- Tasks must be completed, so agree on 1 or 2 actions to take.
- Accountability is imperative - let them know in a friendly way that you will follow up with them. Do not use pressure, just be friendly and helpful.

Interview Success Keys with I-Styles:

> **Emphasize fun and talk about people you have worked with before. They will respond mainly to your excitement and tone more than anything else, so be excited!**

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Tips for Interviewing with S-Style People

This section gives you tips to remember when interviewing with a **Supportive** personality style such as when discussing a job, college or scholarship opportunity.

Remember that their basic motivations are:
- Security - Relax, be calm and cooperative.
- Appreciation - Be warm, friendly and show proper manners at all times.
- Assurance - Ask them if they have any concerns. Listen carefully and help them to be at ease.

They respond best when your approach provides them an environment where they can have:
- An area of specialization - find out what their interests are and talk about them
- Identification with a group - show your willingness to work as a team member
- An established work pattern - respect their time and space
- Stability within a given situation - show how you can fit in with what they are doing
- A consistent, familiar environment - try to meet at a location they are familiar with

They will respond best to your leadership when you:
- Are relaxed and friendly - it puts them at ease
- Allow them to have time to adjust to changes or new ideas - be patient
- Serve them as a friend - be genuine on this point
- Allow them to move at their own pace - do not push
- Express your goals - be confident and sincere.

Remember, the S-Style person is still learning that:
- Change precedes opportunity. Their low enthusiasm does not mean lack of interest.
- Friendship isn't everything - do not make them feel obligated to you just because you are friends.
- Discipline is good - suggest what needs to be done next
- It is all right to say, "No!" - realize that they will avoid conflict at all costs, even if it means speaking as a "yes" and acting as a "no."
- Being a "servant" does not mean being a "sucker" - be careful to not ask too much of this person too soon. They may over-extend themselves to avoid disappointing you.

Interviewing Success Keys with S-Styles:

> **Emphasize people and security with them. Give them time to absorb your message. Be patient and nonthreatening. Use a softer, gentler tone. They respond best to a warm, genuine, friendly approach.**

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Tips for Interviewing with C-Style People

This section gives you tips to remember when interviewing with a **Cautious** personality style such as when discussing a job, college or scholarship opportunity.

Remember that their basic motivations are:
- Quality answers - Be specific and give logical answers
- Excellence - Provide examples of past accomplishments
- Value - Provide a list of benefits that you offer in the situation

They respond best when your approach provides them an environment where they can have:
- Clearly-defined tasks and explanations - speak clearly and don't get off the subject
- Sufficient time and resources to accomplish tasks - don't push them
- Team participation - expect them to want to double-check with others
- Limited risks - talk about any of their concerns
- Assignments that require planning and precision - give them whatever information they feel they need to work with you.

They will respond best to your leadership when you:
- Provide reassurance - give specific examples to back up what you are saying
- Maintain a supportive atmosphere - do not be confrontational
- Provide an open-door policy - show a willingness to consider their viewpoint
- Are very specific - do not be vague or unclear
- Are detail-oriented - stay on the subject that THEY are interested in

Remember, the C-Style person is still learning that:
- Total agreement is not always necessary - do not argue if you disagree.
- Thorough explanations are not always possible - don't be afraid to say that you do not know the answer to one of their questions. They express interest by asking questions.
- Deadlines must be met - set a deadline for any task that you ask them to do, because it is easy for them to get lost in striving for perfection.
- Taking a calculated risk can be profitable - emphasize the benefits and results they can achieve. Help them to offset any perceived risks by redirecting concerns in light of the desired results.
- There are varying degrees of excellence - realize that they tend to over-analyze everything. Do not be overwhelmed by their strong desire for information. Remain confident and patient.

Interviewing Success Keys with C-Styles:

> **Emphasize your qualifications and value in a logical manner. Give them reassurance that you are able to do the work at hand. Give them time to think things through and process any information you provide. They will respond best to a rational, specific and calm approach.**

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D Styles: How Others Can Perceive Them

Under Control How you see yourself	Out of Control How others may perceive you
Outspoken	Rude
Assertive	Cruel
Productive	Inconsiderate
Straight-forward	Detached
Goal-oriented	Impatient
Confident	Conceited
Competitive	Ruthless
Bold	Arrogant
Deliberate	Dictatorial

Insights into the "D" Personality Style:

"High D" personality styles are often misunderstood. A high D who is able to adapt to the pace of others and communicate on a personal level is much more likely to maintain good relationships (which ultimately leads to more productivity). They can be intense. They tend to know 2 speeds in life - zero and full throttle. Those who work with the high D can remember not to take everything personally. While high D personality styles can be seen as being all about "getting-it-done," it is important to remember that they also have feelings and personal needs. They can be very caring, but the way they express their feelings tends to be by doing something for the ones they care for. Show the high D some respect, pick up the pace a little, and you'll make a hard-working, loyal friend!

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I Styles: How Others Can Perceive Them

Under Control How you see yourself	Out of Control How others may perceive you
Friendly	Weak-willed
Carefree	Undisciplined
Optimistic	Unrealistic
Persuasive	Manipulative
Free-spirit	Impulsive
Imaginative	Day-dreamer
Outgoing	Overactive
Communicative	Self-promoter
Relational	Shallow

Insights into the "I" Personality Style:

"High I" personality styles are the easiest to spot. They are expressive, interactive and engaging. They feel and outwardly express a wide range of emotions. Be open to "experience" being with them. Their world is more dramatic, their colors more intense, and they look at life through "postively enhanced" glasses. A high I who is able to adapt their behavior to be more serious when necessary will be well received and well liked. Give the high I the freedom to express themselves and try things out. They do life interactively, so engage with them, lighten up and enjoy the ride!

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S Styles: How Others Can Perceive Them

Under Control How you see yourself	Out of Control How others may perceive you
Reliable	Dependent
Listener	Fearful
Conservative	Resists Change
Quiet	Unemotional
Helpful	Push-over
Peaceful	Passive
Cooperative	Indecisive
Loyal	Possessive
Softhearted	Enabling

Insights into the "S" Personality Style:

"High S" personality styles tend to be very quiet, softspoken and non-assuming. Their more gentle approach can be soothing. The high S who can look at challenges in life objectively and make difficult decisions will be more able to adapt to the inevitable challenges that occur in life. S personality styles can be easy to overlook. You can hurt their feelings and never know it. They add a measure of harmony that helps to maintain a peaceful environment. Turn your intensity level down a notch when you are around a high S. Relax, have a seat and visit with them to see how they are doing.

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C Styles: How Others Can Perceive Them

Under Control How you see yourself	Out of Control How others may perceive you
Observant	Intrusive
Questioning	Prying
Cautious	Distrustful
Efficient	Fixated
Orderly	Compulsive
Consistent	Rigid
Private	Unsociable
Excellent	Perfectionist
Reserved	Emotionless

Insights into the "C" Personality Style:

"High C" personality styles tend to be more solitary. While high C's are reserved, they tend to act with purpose and focus when they reach a decision. In that way, a high C can come across as a high D (dominant, determined, doer) at times. A high C who can adapt their approach to life by seeing it through the eyes of other people can experience much more connection with others. Feelings are shared by high Cs only after trust is established, and that tends to take a long time. Be consistent with a high C. Getting into their personal space takes time. High C's have feelings like anyone else, but it tends to be harder to express them.

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Appendix

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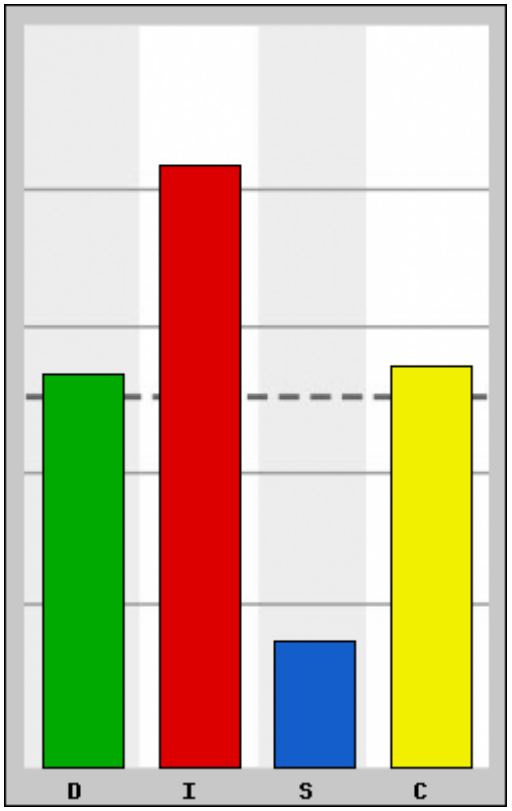
Understanding Your Environment Graph

Your Environment Graph shows the way you have learned to function in your environment in order to achieve success. Your environment's requirements and expectations influence why you choose to act the way you do. The way you adapt to your environment can change depending on what you are going through in your life, changing role requirements, or major life-changing events. So, depending on the situation, you may respond with different personality traits to a greater or lesser extent. Therefore, your Environment Graph can vary some over time (months or years).

Your Environment Graph
(How People See You)



Your **Environment Graph** is based on answers you selected in the MOST category in the assessment (characteristics MOST like you). Your MOST choices are influenced by your environment. A simple illustration will explain why the Environment Graph comes from your MOST choices. What do you MOST want for dinner tonight? Pizza? Steak? A seafood salad? Your MOST choice for dinner is influenced by your environment. You might order pizza if you are in a hurry. You might choose steak to celebrate a special event. You might choose the seafood salad if you are on a diet. You make similar decisions in your behavior. You may need to be very decisive at work, so your Dominant (D) traits may score higher than they otherwise might in a more relaxed situation. Likewise, if your work requires you to be very exact and careful every day, then you would expect your Cautious (C) traits to score a little higher than they might otherwise. The more "MOST" choices you made for a given DISC type in your assessment, the higher your plotting point for that given DISC type would be in the graph.

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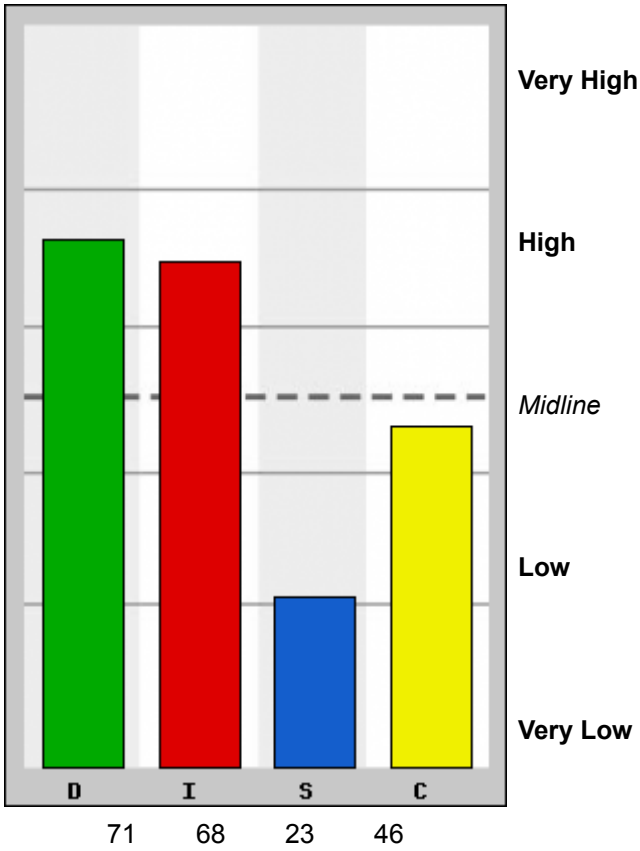
Understanding Your Basic Graph

Your **Basic Graph** shows your natural behavior. It shows how you are "wired" to behave when you are totally at ease. It is also the behavior you will gravitate to when you are under pressure, because it is the response that comes easiest to you. Your personality is built into who you are. You were designed a certain way from birth, before any outside influences occurred. Your natural personality traits vary less over time, because they are not significantly influenced by your environment.

Your Basic Graph
(The Real You)



Your **Basic Graph** is based on the choices you made in the LEAST category in the assessment (characteristics that were LEAST like you). Each time you made a LEAST choice for a given DISC type in your assessment, you indicated that you were least like that trait and the lower your plotting point for that trait would be. Do you remember our dinner illustration from the previous page? What if you were given the dinner choices of pizza, steak, or a seafood salad, but you hated seafood? Chances are good that you would choose seafood as your LEAST desirable choice. You probably would not change that choice, no matter where you were. You are usually very consistent in the things you do not like. Likewise, you are usually consistent in staying away from behaviors that are LEAST comfortable to you when you have a choice.

How many different graphs are there?

Some people associate DISC with only 4 personality styles. However, you are a BLEND of ALL 4 personality traits that each have their own levels. The personality assessment can yield over 39,000 possible graph combinations. The validity of these reports in a statistical study showed about eighty five to ninety percent accuracy rate. For a more in-depth discussion of DISC, or to understand your graphs more completely, please refer to the books ***Positive Personality Profiles*** and ***Who Do You Think You Are, Anyway?*** by Robert A. Rohm, Ph.D.

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Terms for 'Guard Against' Responses

(see Tendencies and Motivation Section on pages 10-11)

The following words are used to describe **behaviors that all personality styles should guard against** (see the Tendencies and Motivation information on pages 10-11). Brief periods of quick reactions or out-of-control behavior are normal when a person is in a fearful situation; however, it is important to **RESPOND instead of REACTING** to situations. Responding allows a person to be in-control (exercise self-control). Fears may be a cause for concern, but they should not control a person.

Anger - A secondary response when you have experienced hurt or fear. Rather than getting angry, ask yourself who hurt you or what are you fearful of at the present moment. Dealing with your hurt or fear can help calm your anger.

Blame - Avoiding taking responsibility; a person can blame people or circumstances

Nonparticipation - Not engaging, no response, minimal interaction

Criticism - Not understanding the need to set realistic expectations with themselves and others

Indifference - No emotion, a person just doesn't care; no importance or value one way or the other; disinterested; unconcerned

Suspicion - Thinking that the other person has an ulterior motive or is not sincere

Impatience - Feeling a strong need for some type of action.

Emotion - Personal feelings. High C styles (cautious, calculating) may allow reason (intellect, logic) to so rule over emotion that emotion is given no value at all. Low C styles may allow emotion to rule over reason so much that they are not rational.

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More Resources Available

Dear Joe,

We hope that you have enjoyed reading your **Personality Assessment Report**!

To learn more about us and our resources, please visit us online at:

https://www.UsingDISC.com

Please contact us if we can be of assistance.

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Thank you.

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